

Title IX

Annual Report on Sexual Harassment & Interpersonal Violence

2019 - 2020

 John Carroll
UNIVERSITY

2019-20 Overview

In an academic year defined largely by the effects of the Covid-19 pandemic, the University faced unprecedented challenges. These circumstances tested our community in many ways. Fortunately, the events of the past year also gave the JCU community an opportunity to showcase its ability to craft creative solutions to novel problems, and to triumph over adversity through faith. Through it all, the Title IX Office continued its mission to build a more welcoming and equitable space for all members of the community. Successful initiatives in the 2019-20 academic year included:

- ✦ Seamlessly migrating the Title IX Office into the [Office for the Vice President of Diversity, Equity, and Inclusion \(DEI\)](#) under the direction of Vice President [Dr. Tiffany Galvin Green](#);
- ✦ [Earning recognition](#) from the Ohio Department of Higher Education (ODHE) for meeting all recommendations in the [Changing Campus Culture](#) initiative for the second consecutive year;
- ✦ Training additional JCU staff and faculty members to serve as members of the Complaint Review Board, Investigators, and Process Advisors;
- ✦ Training over 600 JCU employees in sexual harassment and violence prevention through an interactive, on-demand online training platform;
- ✦ Hosting training opportunities for nearly 100 Title IX officers from 23 different colleges and universities throughout Ohio and Michigan;
- ✦ Creation of new trainings that explore the topics of violence prevention, gender bias in the workplace, and understanding the obstacles to reporting gender-based violence;
- ✦ Facilitating in-person violence prevention training for over 600 student-athletes in partnership with Student Health & Wellness and the Violence Prevention and Action Center;
- ✦ Integrating new systems that allow the Title IX Office to complete investigative interviews and hearings remotely;
- ✦ Being featured in the [Chronicle of Higher Education](#) for the commitment of the Title IX Office to remain fully operational while social distancing measures were in place.

We look forward to building on the successes of the past academic year to continue moving the University forward in the area of sex and gender equity in the years to come.

Eric Butler, JD

Title IX Coordinator

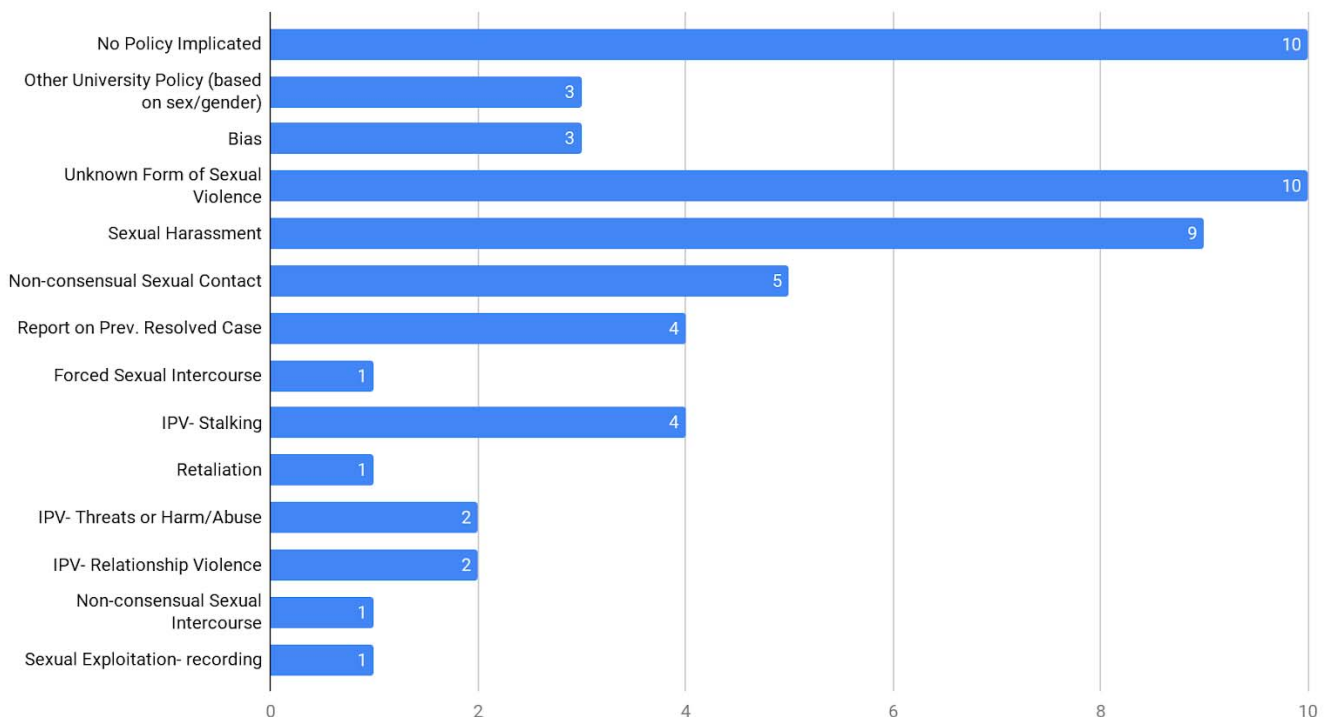
Reports to Title IX

Data at a Glance

52 distinct concerns were reported to the Title IX Office during the 2019-20 academic year (June 1—May 31). Nearly all of these reports were submitted to the Title IX Office prior to the migration to online learning in response to the Stay-at-Home directive by the State of Ohio in March 2020. This represents approximately the same number of reports that the Title IX Office received through March of the 2018-19 academic year.

- 73% of reports were filed by third-party reporters (e.g. mandatory reporters, friends, or teammates of the impacted person).
- The overwhelming majority of reported concerns involved undergraduate students as the party impacted by the reported violation, while those alleged to have violated policies were equally likely to be students, faculty, or staff.
- Reporting peaked in September and January, with the Title IX Office receiving nine reports during each of those months.
- Reporting parties in 44% of the reported concerns sought informal resolutions or resources for safety and support, while 8% pursued a formal investigation and Complaint Review Panel (CRP) hearing.

Policies Implicated in Reports to Title IX

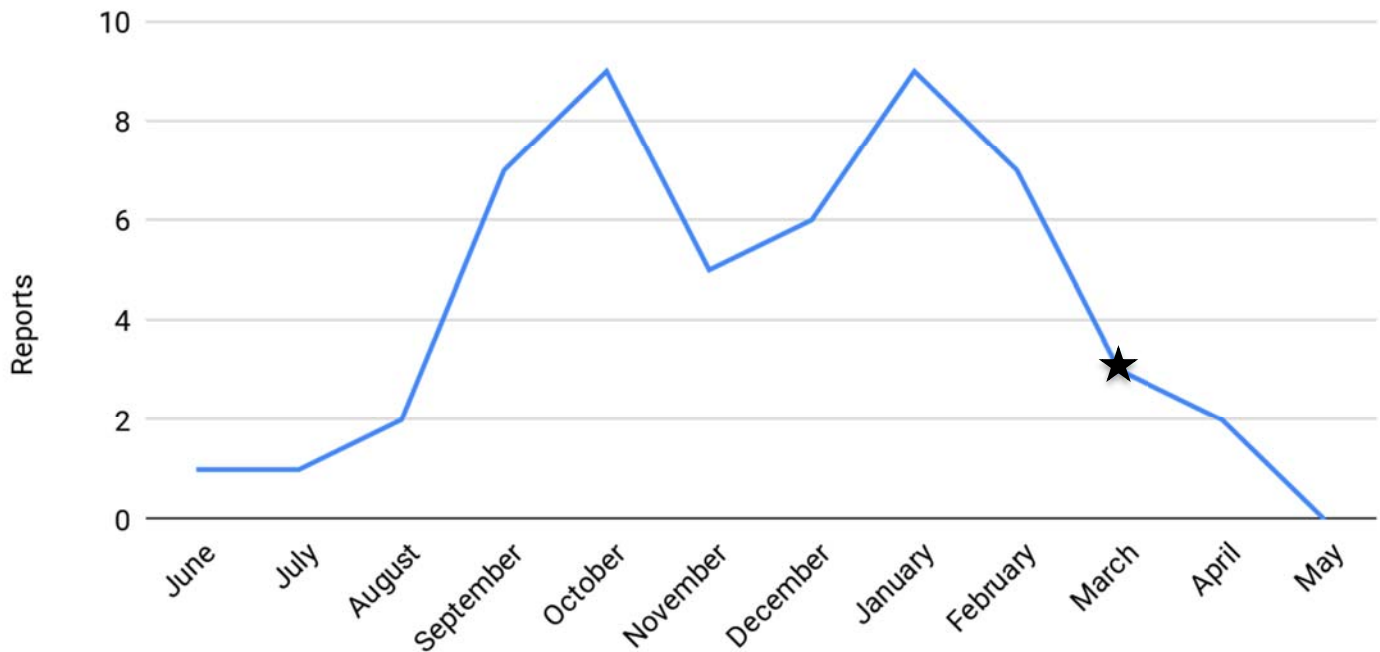


Note 1: Each reported concern to the Title IX Office may implicate multiple policies.

Note 2: Because of differences in policy definitions and geographic scope, the reporting data from the Title IX office will differ from the crime statistics reported in the [JCU Annual Security Report](#) (Clery Report).

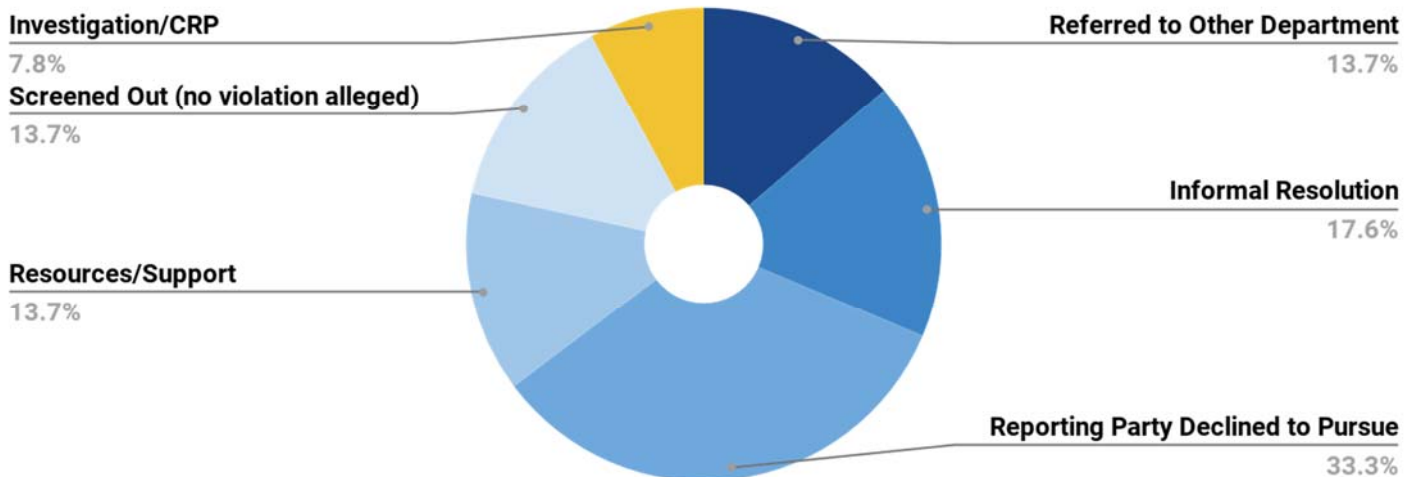
Reports to Title IX

Reports by Month



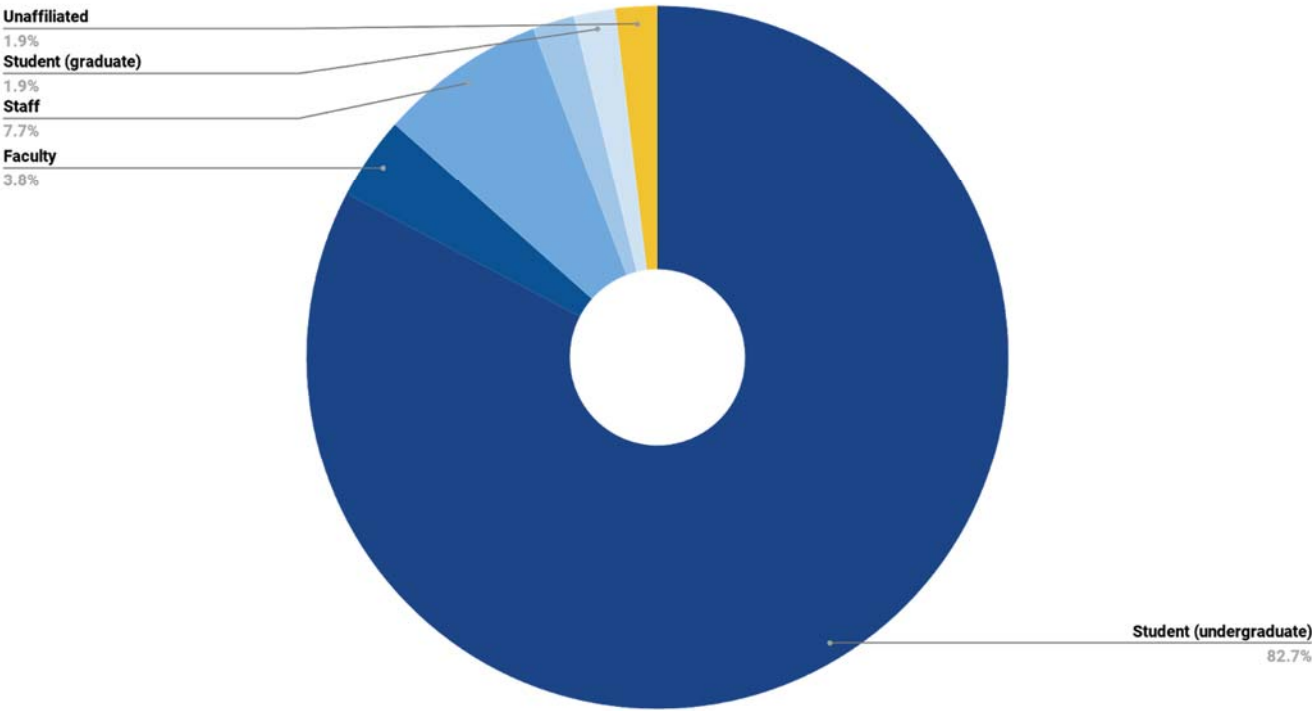
***Note:** Due to a Stay-at-Home directive imposed by the State of Ohio in response to the outbreak of Covid-19, most students and employees were not on campus from mid-March through the end of this reporting period.

Report Outcomes

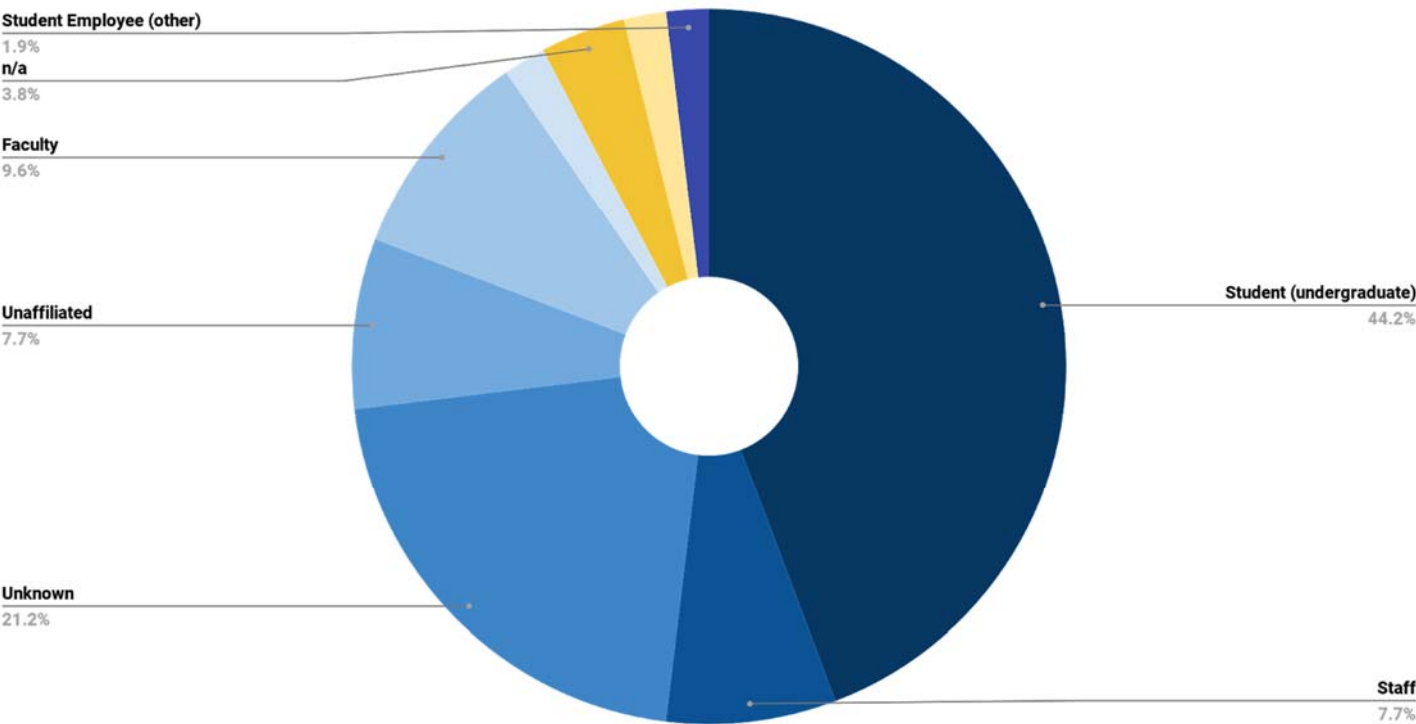


Reports to Title IX

Reporting (Impacted) Party Affiliation

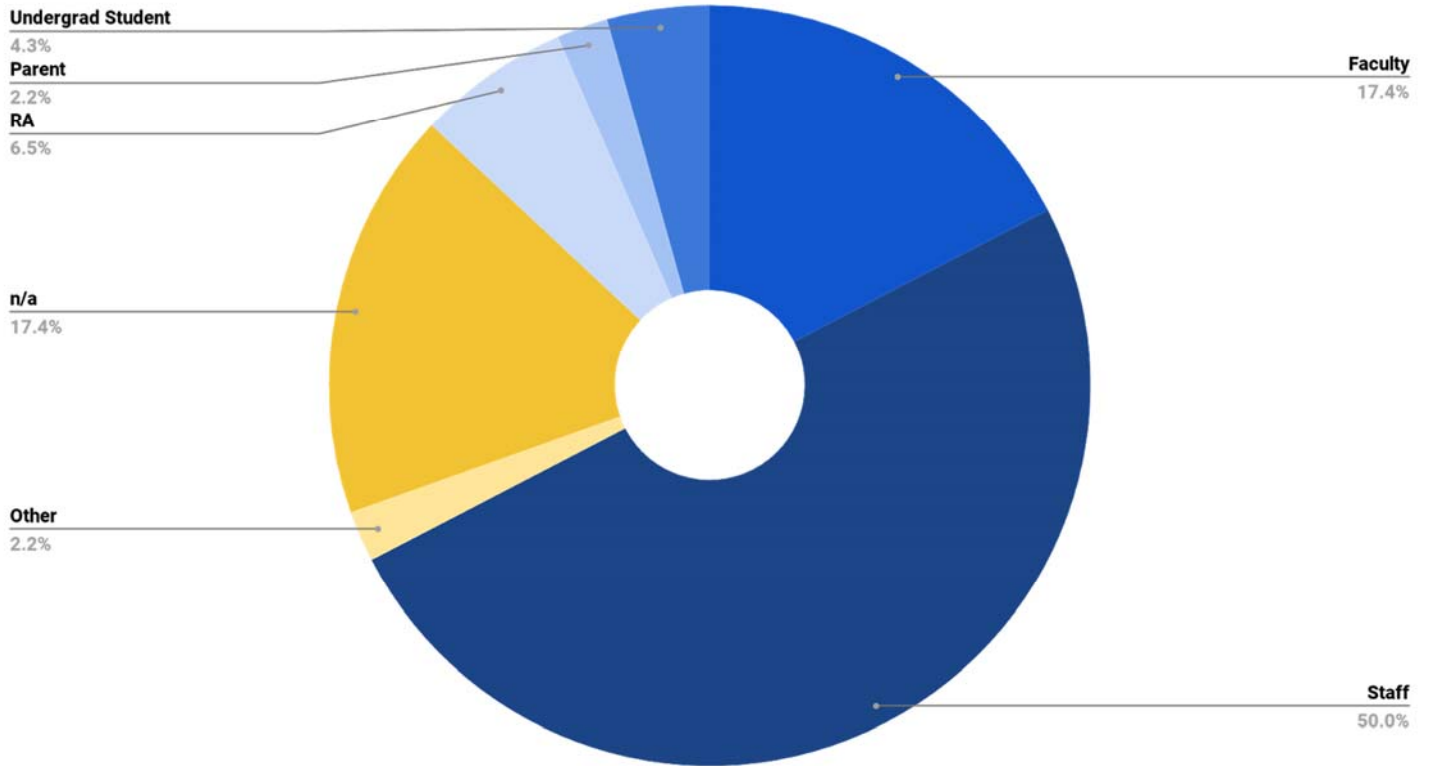


Responding Party Affiliation



Reports to Title IX

Third-party Reporter Affiliation



Note: A “third-party reporter” is defined as any person who was not the recipient of the behavior and reports an incident. This can include witnesses or Responsible Employee reporters.

Prevention, Education, and Support

The Title IX Office collaborated with partners both on and off campus to offer resources for sexual misconduct prevention, education, and support to members of the JCU community. These programs included the continuation of programs offered annually in the campus community, along with multiple new initiatives for 2019-20. Some of the most notable initiatives included:

✦ Sexual Harassment & Violence Prevention Training for Employees

- Over 600 JCU employees completed two hours of training on sexual harassment and violence prevention using an interactive, on-demand training platform created by nationally renowned training partner Everfi;

✦ Regional Workshop on Equity and Due Process

- The Title IX Office hosted training on “Equity and Due Process in Title IX Investigations & Hearings” by experts Deborah Osgood and Rebecca Leitman Veidlinger, with over 60 Title IX officers from 12 different colleges and universities in attendance.

✦ Understanding Obstacles to Reporting

- Select students in the JCU criminology program participated in a pilot training designed to help them understand the obstacles that often deter victims of gender-based violence from reporting the violations that they experience.

✦ Regional Workshop on Investigative Interview Protocols & Informal Resolutions

- The Title IX Office hosted training on “Investigative Interview Protocols & Informal Resolutions” by experts from the law firm of Cozen O’Connor, with nearly 40 Title IX officers from 13 different institutions in attendance.

✦ Sexual Violence Prevention Training for Varsity Athletics

- Continuing an annual partnership, staff from VPAC, Health Education & Wellness, and the Title IX Office facilitated in-person training for over 600 varsity student-athletes on using goal-oriented perspectives to promote safe and effective intervention in instances of gender-based violence.

Contact Title IX

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✦ Title IX Office Website:

- <http://jcu.edu/title-ix/>

✦ Report Sexual Harassment & Interpersonal Violence:

- <https://docs.google.com/forms/d/1x5ux5Bqu0kOW003grlUpP9wy8ywBTTEARcnVGqcSh-4/edit#responses>

✦ Sexual Harassment & Interpersonal Violence Policy:

- <https://jcu.edu/about-us/administrative-offices/all-offices/title-ix/sexual-harassment-interpersonal-violence-policies>

✦ Sexual Harassment & Interpersonal Violence Complaint Resolution Process:

- <https://jcu.edu/about-us/administrative-offices/all-offices/title-ix/title-ix-complaint-resolution-process>

✦ Resources for Safety & Support:

- <https://jcu.edu/about-us/administrative-offices/all-offices/title-ix/resources>



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